

Central Intelligence Agency

MIR. *Rep Richard*

Washington, D.C. 20505

20 June 1988

The Honorable William Richardson
House of Representatives
Washington, D.C. 20515

Dear Mr. Richardson:

This fall, the Central Intelligence Agency will join other Federal agencies and the Hispanic community at large in the celebration of Hispanic Heritage Week. This occasion provides us with an opportunity to recognize the significant contributions the Hispanic community has made to our culture, economy, and nation as a whole. It is also a time for us at the Central Intelligence Agency to reassess our efforts to increase the number of Hispanics in our workforce and to assure that those Hispanics in our employ are given every opportunity to reach their full potential.

With this in mind, it gives me great pleasure to formally invite you to provide the keynote address at our program on 14 September 1988, at 11:00 a.m. in the Agency Headquarters Auditorium. This program would include your address, a short question and answer period, and a few musical selections. The formal program should last about an hour or so, and will be followed by a short luncheon with selected members of my staff. This occasion will provide us an additional opportunity to further explore ways to enhance our affirmative employment efforts.

The specifics of your address would naturally be left up to you. However, to assist you in your planning, we have attached a few topics that you may wish to consider when framing your remarks. Arrangements for the program are being handled by [redacted] our Hispanic Employment Program Manager, whom I believe you have met. Irma can be contacted at [redacted]

I hope you will be able to join us in celebrating this year's Hispanic Heritage Week in September.

Sincerely yours,

A handwritten signature in dark ink, appearing to read "William H. Webster".

William H. Webster
Director of Central Intelligence

Enclosure

Possible Issues for Hispanic Heritage Week Address

° Historical Context: The U.S. benefits from the contributions of a Hispanic culture dating from the days of its earliest settlement and examples of this heritage abound in our language, art, and culture. This influence, which was traditionally felt in the Southwestern states and California, is increasing daily in our large industrial centers.

° Growing Importance: Hispanics make up the fastest growing minority population in the U.S. Current projections indicate the current Hispanic population of over 18 million will reach 30 million by the year 2000 and will represent 11 percent of the U.S. population. This factor is doubly significant in view of the future U.S. labor force. They represent an important resource of talent and skills in today's labor market, and a potential resource of even greater proportions. In addition, Hispanics bring with them a cultural tradition that can be very useful in understanding and assessing Latin American political and economic issues. What are some of the steps that the Federal Government can take to better tap and utilize this valuable resource of manpower and talent?

° Hispanic EEO Initiatives: What initiatives can be taken by Federal agencies to further support and develop our Hispanic population within the spirit and aegis of Equal Opportunity in the areas of: education, job training, job opportunities and social programs? To what degree are the needs of the Hispanic population being met?

° Congressional Initiatives: What are some of the priority issues Congress sees for minorities, and Hispanics in particular? What impact will these concerns have on the CIA and other Federal agencies in the coming year? (Perhaps some thoughts on the expectations of Section 403 of the FY 89 Intelligence Authorization Act, which pertain to minority hiring, representation, training, promotion etc.)